

Vol. 35

No. 2

**ST. LOUIS ARMY ENGINEER DISTRICT**

# **ESPRIT**

**GATEWAY TO EXCELLENCE**

February 1998

## **In this issue...**

**Golf league**  
... page 4

**Rend birds**  
... page 4

**Training**  
... page 5

**Hydropower**  
... page 6

**CEOP**  
... pages 7-10

**Rehab Act**  
... page 11

**Heart Month**  
... page 12

**RideFinders**  
... page 14

## **Davinroy gets patent**

By Claude Strauser, Chief, Potamology Section

In 1993, Rob Davinroy, of the Potamology Section, was evaluating a physical, movable model constructed of a reach of the Mississippi River. He wondered what would happen if he applied this technology to a much smaller scale of a river. Would the model still work? Intrigued, Rob wanted time to study the idea. The River Engineers in the St. Louis District felt the idea had sufficient merit, so Rob entered a Masters Degree Program at the University of Missouri at Rolla to further study the feasibility of this concept. To make a long story short, the idea worked, so well in fact, that Rob was granted a patent on this technology in the summer of 1997.

As a result of the success of the application of this concept to real world problem solving, the St. Louis District opened a new facility called the Applied River Engineering Center. The first micro model was built in October 1994 to study Mississippi River side channel restoration in the St. Louis District.

What exactly is micro modeling? Micro modeling is physical movable bed

sediment modeling on a scale smaller than a table top. The simulated hydrographic/sediment response of an alluvial system, including detailed engineering analysis, is conducted in the table top flume.

Because of the micro scale, the time required for the simulation of the hydrographic/sediment response of a river or stream is accomplished in just a short amount of time. As a result, a complete, calibrated micro model study incorporating a variety of design plans can be achieved quickly.

The micro model can qualitatively predict the average expected sediment response of a real waterway. Future trends may then be examined. Engineers, scientists, levee commissioners, towboat pilots and other interested customers may evaluate the effectiveness of various structural design alternatives through hands-on experimentation.



**Col. Hodgini presents a patent for micro modeling to Rob Davinroy.**

(Continued on page 4)



## February is Black History Month

Throughout the history of North America, black achievers have helped society reach its goals. Some of these people are:

**Benjamin Banneker**, patented the first clock in the new world in 1791. Helped to survey the District of Columbia.

**Jean Batiste Point DuSable**, in 1893 established the first permanent settlement in an area which later became Chicago.

**Harriet Tubman**, conductor of the Underground Railroad, helped hundreds escape slavery in the U.S.

**T.J. Marshall**, awarded a patent for the fire extinguisher in 1872.

**W.E.B. DuBois**, first African American to receive a Ph.D. from Harvard University, founder of the NAACP.

**Booker T. Washington**, educator and founder of Tuskegee Institute in 1881. First African American depicted on a postage stamp.

**Quincy Jones**, Emmy and Grammy award winning composer and producer, the force behind *Vibe*.

**Madam C.J. Walker**, cosmetics manufacturer and first African American woman millionaire.

**Althea Gibson**, first African American to play tennis at the U.S. Open (1950), Wimbledon (1951).

**Muhammad Ali**, heavyweight boxing champion of the world three times, the most recognized name in the world at the time of his retirement in 1981.

**Alice Walker**, poet, essayist, novelist, Pulitzer Prize in 1983 for *The Color Purple*.

**Ronald E. McNair**, physicist and astronaut, died in the explosion of the shuttle Challenger in 1986.

**Ronald H. Brown**, Secretary of Commerce, died in an air crash while on a trade mission in Europe.

### And we still rise

Tough to fight;

Tender to cry;

Human enough to make mistakes;

Humble enough to admit them;

Strong enough to absorb the

Pain; and

Resilient enough to bounce back

And keep moving on.

(NCADI Black History Month

Tribute)



**US Army Corps  
of Engineers**

St. Louis District

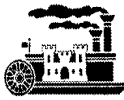
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## News Briefs

### Wappapello Lake:

### **Festival of Lights**

The total attendance for the 1997 Festival of Lights Christmas Auto Tour, held at the Redman Creek Campground was 14,500, a thousand higher than last year. It was co-sponsored by the Corps and the Wappapello Lions Club. The Lions Club gave the Corps a cost savings initiative of \$250 to pay for the electricity. The Lions Club also provided Santa, volunteers to staff the event and candy canes for the public. Donations received were used to offset their cost for the event and for investment in future events.



Santa brought smiles to many visitors as they toured the event area.

### Rend Lake:

### **Revenue intake**

Rend Lake was in the top five percent nationwide of Corps projects for total revenues collected in FY97. Total revenue was \$341,919. The success was fueled by a 12 percent increase in visitation over 1996 figures. Mark Twain Lake and Lake Shelbyville also share this honor. Rend Lake also ranked in the top 10 percent in the nation for day user fee money col-

lected. Total day use fees collected were \$46,804.

### **Volunteer meeting**

The first meeting of the 1998 Rend Lake Special Events and Activities Volunteers (S.E.A.V.) was held on January 12 at the Visitor Center. Thirteen enthusiastic volunteers braved the winter weather to attend. Eight are new to the program. Volunteers will be assisting with various tasks including dispensing information to visitors, taking photographs, assisting with organizing and implementing special events, presenting programs and helping at the Visitor Center.

Volunteers agree to donate a minimum of eight hours during the months of April through September. The Corps agrees to provide the volunteers with valuable training. This year's seminars include training in first aid and CPR, photography, storytelling and media relations.

Persons interested in volunteering at Rend Lake should contact Volunteer Coordinator, Mike Edwards at 618-724-2493.

### District headquarters

### **CFC campaign**

We each develop our own arbitrary "yardsticks" to measure progress in our lives. So it is with the results of the St. Louis District 1997 CFC Campaign.

After we examined previous efforts and developed a goal of \$51,240 for this year, everything we did was directed at encouraging our people to reach and exceed that

goal. Our program was driven by our volunteer KEYWORKERS, but the results are most certainly yours.

Your designations to the many charities and causes that made up your personal pledges totaled \$60,290! That is over 118 percent of our goal, and by any measure you chose, we as individuals and as an organization have again shown why the Corps family is considered a leader among the federal workforce. Together, listening to the "better angels of our nature," we DID make a tremendous difference.

The enthusiasm and satisfaction we all can feel for this year's results are certainly justified. But remember that this kind of success will not be repeated next year unless we again look to share those blessings we have in abundance with those who need our help.

The District will be recognized at the CFC Volunteer Recognition Awards Program on February 18th with a plaque for exceeding its goal.

On behalf of each of those charities and causes you may never visit, and for all the people they assist, THANK YOU.

Paul Schmidt,  
CFC Project Officer  
Randy Curtis, CFC Co-Chairman



COMING SOON..... THE  
ARMY IDEAS FOR EXCEL-  
LENCE PROGRAM SUGGES-  
TION CAMPAIGN!

(Continued on page 6)



## Patent (continued)

Micro models are used for major river navigation design, including dikes and revetments, dredging studies, dredge disposal impacts, small river design, bridge scour studies and educational applications. They have been used in geomorphic studies, such as meandering, aggradation and degradation. The micro models also serve as a visual communication tool. The complex phenomena of sediment transport can easily be explained to others, including professionals, non professionals and students. Micro models are an extraordinary educational tool. They clearly demonstrate to any audience exactly what a river structure will do in any given reach of the river. In the St. Louis District, land owners, environmentalists, river pilots, to name a few, have learned first hand what

will happen to "their part of the river" when a proposed structure is strategically placed.

The technology of micro modeling is continuing to evolve. Laser technology and electronic automation are making it more and more efficient. There's little doubt that micro modeling is an important innovation. This tool will enhance the science of river engineering well into the 21st century.



**Col. Hodgini, Rob Davinroy and Claude Strauser discuss a micro model in the Applied River Engineering Center at the Service Base.**

## District Golf League starts in April

It's never too early to start thinking of warmer days and lush fairways. While folks have been hibernating during the winter, the Golf League Officers have been very busy. The officers for the 1998 season are John Dierker, President, John Boeckmann, Treasurer, and Paul Clouse, Secretary.

The spring tournament this year will be held at Tamarack GC and has been set for April 17, 1998, with tee times starting at 9:00 a.m. The cost this year is \$32 payable to "SLD Golf League" and may be paid to any of the league officers. The entry fee includes green fees, prize fund, and beverages. The tournament will be a two-person scramble and is open to any District employee past or present.

The golf league is looking for new league members. If anyone is interested in joining or just want some more information, please contact Paul Clouse at 331-8390. The league dues this year are \$20 and are due prior to the beginning of league play. The dues help pay for prizes during the year and defray some of the cost for the fall tournament. The league will again play every Tuesday afternoon at 4:00 p.m. at Clinton Hills CC, beginning April 21. The weekly green fees have increased to \$10 for walking and \$16 for riding. Clinton Hills CC has made soft spikes mandatory this year.

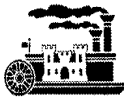
Retirees are asked to send their dues and spring tournament entry fee to St. Louis District, Corps of Engineers, 1222 Spruce Street, St. Louis, MO., 63103, ATTN: Paul Clouse CEMVS-ED-HG no later than April 10.

## Rend Lake for the birds

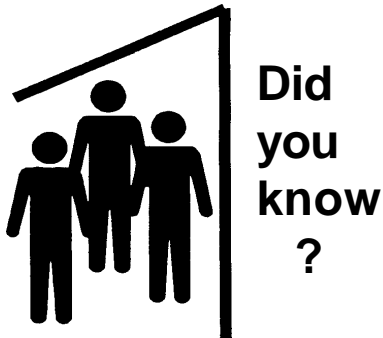
It was a cold and cloudy December 20th when the Illinois Ornithological Society held its annual Christmas Bird Count at Rend Lake. The nine observers covered more than 400 miles, by foot and by car, to record 374,517 individual birds. This year's observers recorded 104 different species of birds during the outing. This is the second highest in the history of the Illinois bird count, falling only a few species short of the highest count of 106 species, which was reported during the Rend Lake count in 1993. Rend Lake is the only area in Illinois to break the 100 species threshold, which has now been done four times in the 12-year history of the count.

Three species were recorded for the first time during the 1997 count. These additional species were the House Wren, the Orange-crowned Warbler and the Jaeger. Four wild turkeys were sighted. Only seven wild turkeys had been spotted since the first recorded sighting in 1994. The recent frequent sighting of turkeys in the Rend Lake area is being contributed to the Illinois Department of Natural Resources' wild turkey release program in Franklin and Jefferson Counties.

To assist the public with their own personal bird count, the Corps of Engineers at Rend Lake has available, free of charge, the Rend Lake Bird Checklist. The recently updated checklist will include the three newly sighted bird species and will take on a simplified format to allow for ease in use by birders of all proficiency levels.



# Human Resources



## Civilian leadership training

The Army Civilian Leadership Training Common Core consists of progressive and sequential leadership training from the entry level to the Senior Executive Service (SES). The Common Core contains mandatory training for Army civilians at each level (Intern, Supervisor, Manager and Executive).

### MANDATORY TRAINING

Intern Leadership Development Course (ILDC), a five-day course taught at regional sites by the Civilian Leadership Training Division of the Center for Army Leadership, must be completed by all centrally funded (ACTEDS) interns and local interns prior to graduation and promotion to journeyman level positions. Local Interns are those employees in Career Programs who have not reached the journeyman grade level.

Action Officer Development Course (AODC), a correspondence course requiring both student and supervisor participation, must be completed by all interns prior to graduation and by all individuals promoted/appointed to journeyman

level positions within six months after appointment/promotion to such a position. Commanders are responsible for ensuring that Army civilians newly appointed or promoted to journeyman level positions enroll within 30 days of appointment or promotion. This requirement applies only to those employees in a two-grade interval professional and administrative job series.

For supervisors, there are two phases of required training.

Supervisor Development Course (SDC), the first phase is a correspondence course that must be completed by all newly appointed civilian supervisors within six months after assignment to their first supervisory position. Military personnel who supervise civilian employees are also required to complete this course within six months, but no later than 12 months after their assignment to a position where they are required to supervise civilians. Supervisors must complete this correspondence course before enrolling in the second phase of training.

Leadership Education and Development (LEAD) Course, the second phase of required training for new supervisors, is taught in St. Louis by Certified In-house Instructors who are graduates of Train-the-Trainer Course conducted by the Civilian Leadership Training Division of the Center for Army Leadership. The LEAD course must be completed by new supervisors within six months after appointment to the supervisory position, or at the first opportunity that the LEAD course is offered. Timeliness is an extremely important aspect of supervisory training.

Manager Development Course (MDC), a correspondence course,

must be completed by all newly appointed managers (at any grade) within six months of their appointment to a managerial position. For purposes of this training requirement, the term "manager" means supervisors of supervisors and managers of programs, resources and/or policy.

### NON-MANDATORY COMMON CORE LEADERSHIP TRAINING

Army Management Staff College (AMSC). Both the 12-week resident and 1-year non-resident programs are filled by HQDA Selection Boards through an Army-wide competitive process. The college is located at Ft. Belvoir, VA and the curriculum is designed to prepare individuals with high potential for advancement to leadership positions in the Army's sustaining base. The AMSC is the sustaining base equivalent to the Command and General Staff College.

Organizational Leadership for Executives (OLE) is a two week experiential learning course presented by the Civilian Leadership Training Division of the Center for Army Leadership in Kansas City, MO as well as regionally. This course constitutes the second phase of new manager training and should be preceded by completion of the Manager Development Course, which is mandatory.

Personnel Management for Executives I (PME I) is a nine-day resident non-traditional course of instruction presented at Leavenworth, KS. These conferences are open to all managers/supervisors at grade GS-13 and above and are designed to help participants find better ways of dealing with management problems for which

(Continued on page 6)





## Training (cont.)

there are no stereotypical solutions. Applicants should be graduates of the Organizational Leadership for Executives (OLE) course.

Personnel Management for Executives II (PME II) is a five -day

resident course presented at various locations that explores the various dimensions of leadership and human resource management that are primary concerns of the Army and DoD executive. Attendance at PME I is a prerequisite.

For additional information access PERMISS at <http://cpol.army.mil>. and/or call HR-M P.O.C. Pat DiBello at ext. 8545.

# Turning on the lights

By Park Ranger Brenda Henry, CO-J

I have listened to a multitude of interpretive programs on nature-related topics. Whether it is about owls or trees, I like to attend programs on wildlife and other related topics. After all, my college degree is in wildlife conservation so I can enjoy learning more about my interests. Now, here I am starting a new job, working for the Corps of Engineers at Mark Twain Lake giving interpretive talks about hydroelectric power. No problem. Having a college degree, I could figure out that hydroelectric power meant making electricity through the power of water, but that was the extent of my knowledge.

Reading material was given to me on the Clarence Cannon Dam and Powerhouse at our lake, how the Corps makes electricity, and what electricity is. I then thoroughly educated myself on the purpose and properties of hydroelectric power. That's a lie, but I did make a conscientious effort to comprehend the material.

At our annual Environmental Education day, exhibits from a variety of state and federal agencies and private companies talk to school children about how their organization impacts the environment and

what measures are being taken to promote, protect, and enhance our precious natural resources. At our exhibit I was to give several short programs on electricity. Whoa! Wait a minute. I still didn't even have half a clue, so how was I going to get the important points across to a bunch of kids?

That's when I realize with the assistance of my colleagues of course, that the solution was with the Turbine Contest. Each year the Corps of Engineers at Mark Twain Lake challenges local schools to have kids in grades 4-7 to enter turbines they have created from locally obtained materials. Their model must be powered by water. The students pour water down a long funnel that allows the turbine to power a miniature generator the Corps has supplied to the contestants. We travel to the different schools and hook up our laptop computer to the generator to test how much voltage or electricity each turbine produces. The group whose turbine makes the most voltage has their turbine displayed at our Clarence Cannon Dam Powerhouse for one year.

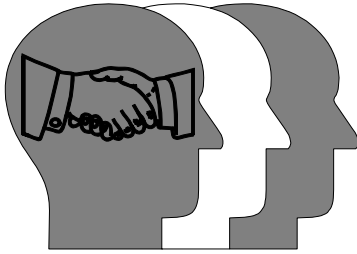
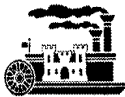
The first time I saw a model of a turbine made by a group of children from a past year's contest, the foggyiness cleared and I knew this was the ticket to helping the kids

understand hydroelectric power. In Environmental Education Day we talked about what hydroelectric power was, but most of our time was spent on looking at the old turbine model and running sample tests with the computer. After all, if a college graduate could be made to understand hydroelectric power from this model, fourth graders should not have any problem. When I could see the light bulbs click on in their heads as smiles ran from one small face to the next, I knew we must have done something right.

By the end of the day kids were running up to me and saying how much fun they had and how much they liked our exhibit and Environmental Education Day. Several of them were ready to get started working on their own turbines for the contest. It was fantastic. All I had to do was show them a old turbine made of a tin can and plastic spoons.

## News Briefs (cont.)

It's been a while since the District has had a suggestion campaign, so there ought to be plenty of great ideas out there. Watch for details on e-mail and, of course, in a future issue of the ESPRIT.



# **E E O matters**

## **Rehabilitation Act of 1973**

Occasionally we may share information with you that does not necessarily apply to you as a Federal employee, but is information of a general nature that you, or a family member or friend, may find interesting or helpful. We did just that in a recent article (November 1997) when we shared some information with you about the Americans with Disabilities Act (ADA).

The following Guidance and Authority for the Disability Program is furnished to provide you, as federal employees your rights, under the Rehabilitation Act of 1973 and the Civil Rights Act of 1991. The subject matter is far too broad to cover in any one article. The intent is just to enlighten you about the laws that are in place to protect your rights and advise you where you can go for help if you find yourself in a situation where you need assistance.

### **GUIDANCE AND AUTHORITY FOR THE DISABILITY PROGRAM**

5 U.S.C. 2302(b)(D) - The Civil Service Reform Act of 1978 which makes discrimination on the basis of disability a prohibited personnel practice and gives Federal civilian personnel the right to file complaints with the Merit Systems Protection Board Special Counsel.

29 U.S.C. 791(a) and E.O. 11830 - Section 501(a) of the Rehabilitation

Act of 1973, as amended, which establishes an Interagency Committee on Employment of People with Disabilities, of which DoD is a member under E.O. 11830.

29 U.S.C. 791(b) - Section 501(b) of the Rehabilitation Act of 1973, as amended, which requires affirmative action in Federal employment of persons with disabilities.

29 U.S.C. 791(g) - Rehabilitation Act Amendments of 1992 (P.L. 102-569), which make employment standards established under Title I of the Americans with Disabilities Act applicable to Federal employment.

29 U.S.C. 794b - Section 505 of the Rehabilitation Act of 1973, as amended, which gives people with disabilities the same remedies, rights and procedures with respect to discrimination complaints as are given to minorities and women under Title VII of the Civil Rights Act of 1964, as amended.

42 U.S.C. 1981 - The Civil Rights Act of 1991, which amends Title VII of the Civil Rights Act and consequently affects rights available under Section 501 of the Rehabilitation Act. New rights include the right to a jury trial and compensatory damages. Previously, individuals were entitled to recover only lost wages and the cost of litigation.

29 CFR 1614.203 - The Equal Employment Opportunity Commission (EEOC) regulation prohibiting discrimination in Federal civilian employment against a qualified person with a disability and requiring Federal agencies to provide reasonable accommodation and eliminates architectural and other barriers for employees and applicants with disabilities.

P.L. 102-569 - Rehabilitation Act Amendments of 1992, which make employment standards established under Title I of the Americans with Disabilities Act applicable to Federal employment under Section 501 of the Rehabilitation Act.

49 FR 31528 - Uniform Federal Accessibility Standards, issued jointly by the Department of Defense, Department of Housing and Urban Development, United States Postal Service, and General Services Administration.

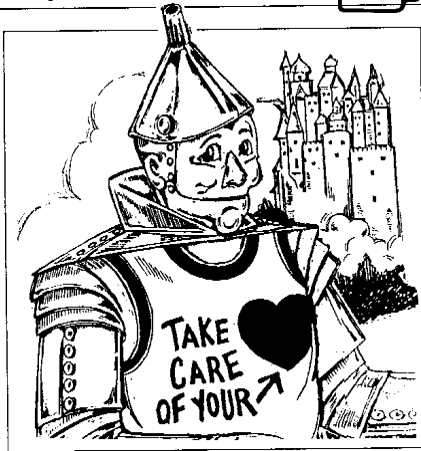
42 U.S.C. 12101 - The Americans with Disabilities Act of 1990 (ADA), which prohibits discrimination in state and local employment, programs and services (including transportation), public accommodation, commercial facilities, and telecommunications. This law does not apply to the Executive Branch of the Federal Government. Sections 501 and 504 of the Rehabilitation Act establish similar requirements in Federally conducted programs and activities. In addition, ADA standards for accessibility take precedence over UFAS when ADA standards are more stringent.

Federal employees cannot use Section 504 (Nondiscrimination under Federal Grants). Federal employees alleging employment discrimination under the Rehabilitation Act can proceed under Section 501 only. The

**(Continued on page 9)**



## To your health



### February is Heart Month

The tin man spent a good part of his life trying to get a heart. And the Wizard of Oz wasn't much help.

You have a heart, there's no question about that. But how do you take care of it? Heart Month is an excellent time to review the steps you can take for heart protection. The American Heart Association asks:

- \* Do you make an effort to reduce fats in your diet? That includes all kinds of fats. Animal fats are the worst, but recent research shows the hydrogenated fats in margarine are even worse than those in butter.

- \* Do you still smoke? See your doctor about quitting.

- \* Do you drink orange juice and eat other foods that will help to reduce homocysteine in your blood? It's a recently discovered risk factor that should not be ignored.

- \* Have you had your blood pressure checked? If it is above recommended levels, have you consistently taken a medication to control it? One national survey shows that

less than half of the people with hypertension take medications regularly.

- \* Are you getting enough exercise to keep your heart strong? Even ten minutes a day can be very helpful for someone who hasn't exercised at all.

- \* Do you maintain a healthy weight? Overweight is a significant factor in heart disease.

- \* Have you taken your family history into consideration? If close members of your family had heart disease, you should pay additional attention to heart-healthy living.

- \* Have you made an effort to respond in a less-stressful way to the demands of your life? Your work will get done at least as well if you take a diligent and deliberate attitude.

- \* Have you asked your doctor about taking aspirin each day?

- \* Is anger a problem for you? Decide to control it, and your heart will last longer.

If one or more of these questions brings a negative answer, decide now to work on the problem: Create a low-fat menu and buy the ingredients; decide which hour of the day you will actually set aside for exercise; make an appointment with your doctor to get your heart and blood pressure checked.

Preventing a heart attack is easier than you may think. It just takes a little effort.

Treating one is a painful, costly and time-consuming experience, that is if you survive your first heart attack at all.

### February 1

## Women's Heart Health Day

A recent Gallup survey shows that only 15 percent of all women interviewed know what disease is the number one killer of women in North America. The answer, of course, is heart disease.

While most heart attacks in women occur after age 50, their foundation is laid years before. That foundation includes high blood pressure, smoking, a high-fat diet, lack of exercise, stress, overweight and all the other risks named for both men and women.

The hormone estrogen protects women's hearts before menopause. Afterward, they have at least as much risk of heart attack as men do. The American Heart Association says women who have first heart attacks are twice as likely as men to die within the first few weeks.

Hormone replacement therapy is recommended by Johns Hopkins University School of Hygiene and Public Health.

## Older? Get wiser about your weight

A person's body fat typically doubles between the ages of 20 and 50. During this time the body's ability to break down and use large quantities of fat drops with age, a new study finds. As a result, more of the fat eaten at large meals will become body fat instead of being burned as energy.

(Continued on next page)





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## Retiree Review

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By the Retiree Correspondent

January 15th turned out to be a beautiful day, clear but very cold. There were 14 regulars that ventured out to enjoy each other's company.

Lew Scheuermann said that he hasn't heard from the Huizengas since the holidays. He assumes that all is well and they may have left town to visit relatives or friends. He did hear from the Bakers. Jim is playing golf virtually every day, when it is not raining in Southern California. Jim can do this since he now lives on a golf course. He should be a fierce competitor when he returns in the spring.

L.G. Kugler stated that Neva Dickmann's husband recently passed away. Our condolences to the Dickmann family. Kugler also indicated that this year hasn't started out very well. He has lost his balance twice and fallen, with no major injuries. Watch out Kugler. You're too young to let someone shake the ground beneath you.

Charlie Denzel said that John Jansen has been under the weather for some time. It must be pretty bad since John has not been volunteering at the hospital,

lately. John, you have to get better, the patients need your smiling face. Charlie also says that John's wife, Mary Jane had fallen and broken her hip, had a hip replacement and is recuperating at St. Anthony's Hospital. Get well soon, Mary Jane.

Bob Maxwell mentioned that he heard that Ed Ortballs is suffering from Alzheimers. For many of the younger retirees, Ed was the Employee representative for the old Engineer Supply Control Office (ESCO), an attachment of the District through the late 1950s.

The senior retiree that retired in the 1980s was Lyle Forth. Congratulations.

There were several story tellers. Charlie Denzel even read an essay from an elementary school child, about retirement. It was quite appropriate.

It was pointed out that this January's weather is much better than January 1997. It was so bad then that no one showed for the luncheon.

Mark your calendars for the third Thursday of February - the 19th - at about 11 a.m. at the Salad Bowl. You can talk to those who are there and about those who are not.

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### Weight (continued)

To cope with these age-related changes, the Department of Agriculture's Human Nutrition Research Center on Aging suggests that diners should eat less at a sitting, eat more frequently, and exercise a little more.

### Gum health affects heart, lungs

Harmful bacteria caused by periodontal disease have been linked to heart disease. Scientists say the bacteria, which clump together in plaque, also activate harmful clotting elements and enzymes that contribute to heart disease and stroke.

Bacterial pneumonia is often the result of oral and pharyngeal bacteria getting into the lower respiratory tract, and the failure of the body to eliminate the contamination. Dental plaque is one source of these bacteria, according to the School of Dental Hygiene in Tucson, Arizona.

### Rehabilitation Act (cont.)

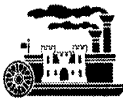
administrative procedures for filing a formal complaint of discrimination, based on disability (mental/physical) are found at 29 CFR 1614.103. Further, each employee were furnished a copy and copies are posted on all official bulletin boards of CELMS-EE MEMORANDUM, dated 10 September 1996, subject: Procedures for Filing Complaints of Discrimination in Federal Employment Based on Race, Color, Religion, Sex, Age, National Origin, or Physical or Mental Handicap. The EEO staff are always available to answer questions and assist you and can be reached at 314 331-8060/61.

#### AMERICANS WITH DISABILITIES ACT OF 1990

What is it?

It is a federal law that prohibits discrimination on the basis of a disability. It covers employment in the private sector; access to public buildings and services; access to public establishments and businesses; access to transportation and telecommunications.

(Continued on next page)



## Rehabilitation Act (cont.)

Who it protects?

These disabilities include orthopedic, visual, speech and hearing impairments; cerebral palsy; epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, mental retardation, emotional illness, specific learning disabilities, AIDS, drug addiction, alcoholism.

When it took effect:

Title I of the Act covers employment. It requires employers to make reasonable accommodations for employees with disabilities "unless undue hardship would result". It became effective for employers with 25 or more employees on 26 July 1992; employers with 15 - 24 people on 26 July 1994.

Title II covers public services and became effective 26 January 1992. It prohibits state and local governments from refusing a person with a disability the right to participate in any service, program or activity. After July 26, 1992, if a building was constructed or an existing building renovated, it had to be accessible. Exceptions were/are granted for prohibitive costs..

Title III covers public accommodations and became effective 26 January 1992. This included office buildings, factories and warehouses, businesses, restaurants, theaters,

stores, dry cleaners, doctors' offices, amusement parks, museums, libraries, bowling alleys, hospitals, private schools, day care centers, health spas. The law says these places may not discriminate against people with disabilities and must remove physical barriers that would exclude them from primary service areas. Again, exceptions were/are granted, particularly if removing physical barriers to non-critical areas required/requires unreasonable difficulty or expense. In such instances, other methods of provided service must be offered.

Title IV covers telecommunications and became effective 26 July 1993. Telephone companies have to provide services for hearing or speech-impaired people 24 hours a day.

Exemptions:

Places of worship as well as private clubs are not covered.

For further information on the Rehabilitation Act of 1993 you may contact the website at [Http://www.eeoc.gov/laws/rehab.html](http://www.eeoc.gov/laws/rehab.html) (Text of the Act); [Http://www.usbr.gov/laws/rehab.html](http://www.usbr.gov/laws/rehab.html) (Reclamation/laws and reg/chrono/category); or call 800 669-4000 (Equal Employment Opportunity Commission). For publications call 800 669-3362.

## Linking people and places

The Logistics Management Office would like to assist in making your commute to and from work a little easier by joining with RideFinders to offer an alternative to driving alone. RideFinders is a ridesharing resource and support system in the Metro St. Louis area. This service is funded by the Federal Highway Administration and involves no cost to the individual or to the Corps. This free service is a new ridesharing program, which fits today's work pace. RideFinders helps you:

- \* Save money with less wear and tear on your car and insurance costs.

- \* Ridesharers can use their time better to catch up on reading (for enjoyment!), their work, and maybe even their sleep.

- \* By not driving alone every day, you'll be able to practically eliminate the stress of commuting.

- \* Improve the air quality of our community with fewer cars on the road and less traffic congestion.

The major benefit of RideFinders that sets it aside from the typical carpooling service is the Guaranteed Ride Home (GRH) should an unexpected situation arise and you are unable to get home. In case of an emergency, RideFinders will provide up to six (6) taxicab

trips home per year absolutely free (up to 60 miles one-way each time) or an option of using an Enterprise rental car (more than 60 miles one-way each time). You will also be eligible for various incentives and promotions for ridesharing each month. If you already enjoy a carpool (two or more persons), you can still reap the benefits of RideFinders by simply registering your carpool with the organization.

A commuter survey is enclosed in this month's issue of ESPRIT. Simply complete the survey and drop it off with the RideFinders representatives on Wednesday, February 18, 1998 between 11:00 am and

1:00 p.m. By completing the survey, you'll be included in a drawing for prizes including T-shirts, umbrellas and travel mugs to be given away on Wednesday the 18th. Everyone returning a survey will be given a Commuter Discount Coupon Booklet. Please give some thought to ridesharing and take a moment to complete the survey.

For any additional information or questions concerning the program, please contact the Corps' POC,

Mary Beth Ferrer @8024 .